

The Clare Boothe Luce Program for Women in STEM

Proposal Guidelines for Invited Colleges and Universities

The Clare Boothe Luce Program for Women in STEM is dedicated to increasing the participation of women in the sciences and engineering at every level of higher education and to serving as a catalyst for colleges and universities to be proactive and transformational in their internal and external efforts toward this goal. The Clare Boothe Luce Program is the single largest private source of funding for women in science and engineering. In its first 35 years, the Clare Boothe Luce Program has awarded grants totaling over \$237 million.

Clare Boothe Luce (1903-1987) was a remarkable woman whose career spanned seven decades and included many professional interests: journalism, politics, the theater, philanthropy, diplomacy, and intelligence. Under the terms of her will, she chose to establish a legacy that would benefit current and future generations of women with talent and ambition in areas where they continue to be underrepresented—the sciences and engineering. As stated in her will, the program was intended "to encourage women to enter, study, graduate, and teach ... Physics, Chemistry, Biology, Meteorology, Engineering... Computer Science, and Mathematics".

Challenges and Opportunities

Providing colleges and universities with funding to either hire women scientists or to pay the tuition of women students pursuing science has been a successful funding strategy for many years, generally encouraging positive change in schools, departments, and institutions.

There is surely still resistance to gender diversity in the sciences, but the awareness of the obstacles is broader, the structural barriers are somewhat lower, the institutional support for women in science is greater, and the role models are more numerous. As conditions have changed, the Luce Foundation must consider whether its strategies should change too in order to continue to improve the climate for women studying and teaching in the sciences. Today, for example, the availability of scholarships and professorships for women pursuing the sciences is only a small part of the problem: students and faculty require mentoring to persist and to thrive; they need to network with one another—both within and across institutions; and they need institutional support—like funding for child-care and equitable distribution of administrative service obligations.

Colleges and universities must train administrators and faculty more effectively to support women scientists. They need to build strong relationships with feeder high schools and community colleges to ensure that women interested in science have opportunities to explore college-level science and to matriculate into a four-year science program.

2024 Program Updates

To ensure that the Clare Boothe Luce Program remains maximally effective, the Luce Foundation has made some important revisions to the program. Beginning in 2024, eligible institutions will apply for funds to support undergraduate scholarships and research awards, graduate fellowships, and professorships—as they have in the past. Grant funds, though, will not be used to hire new faculty or to provide aid to students who weren't already receiving it. Instead, grant funds will replace unrestricted institutional monies that are being used to compensate professors in the sciences who identify as women or to fund financial aid for students studying science who identify as women,

The unrestricted institutional funding "freed up" by the CBL grant during the grant period will be used to improve the climate for women in the sciences at the grantee institutions. Applicants will propose to undertake specific activities best suited to the needs of their institutions. For example, applicants might propose to use unrestricted institutional funds to create training programs for faculty or administrators, to conduct relevant institutional research, to develop and pilot mentorship programs, to launch partnerships with K-12 schools, and to offer or expand childcare programs. Please note, however, that the Foundation does not support building or capital projects, and freed-up funding cannot be used in this capacity.

Institutions may apply for CBL grants for any combination of women Undergraduate Scholars, Undergraduate Researchers, Graduate Fellows, and Professors already enrolled or hired at applying institutions. CBL grants may be used only to cover the salaries or financial aid of individuals whose salaries or scholarships are being funded by unrestricted institutional monies at the start of or during the grant term. Applying institutions pledge that these individuals will be recognized as Clare Boothe Luce Scholars, Fellows, or Professors while being supported by Foundation funds. Therefore, these individuals cannot simultaneously hold another named award or grant. CBL funds may not be used to support women in clinical medicine, the social sciences, or the humanities. Funds may not be used for international travel or study abroad. Applicants must also have conducted or pledge to conduct a climate survey or other data collection effort to better understand the STEM ecosystem on their campus and the barriers that woman-identifying individuals face in these departments.

Application Guidelines

Applying for a CBL award is a two-stage process. Applicants must first submit an initial application form. At this stage, applicants will provide basic institutional information (e.g., public or private status, MSI status, percentage of students who are Pell eligible, endowment per student, etc.) and briefly describe how unrestricted institutional monies freed up by a CBL grant might be used to support women in STEM on their campuses.

A smaller group of these first-stage applicants will be invited to submit full proposals. At the proposal stage, applicants will be asked to describe in detail how they intend to use the unrestricted institutional monies made available by a grant. Applicants should explain how these funded activities will positively affect women in science on campus and how they relate to and/or build upon existing or prior activities the applicant has undertaken. Applicants will also indicate the staff and faculty who will be involved in the proposed activities, describe the timeline, short and long-term goals, and anticipated impact, and provide a detailed budget. The individual leading the grant must be a decanal-level administrator or a senior faculty member. They must serve as the primary contact for the project and must be supported by at least two additional individuals who can be staff or faculty.

Institutions can request up to \$750,000 to be used over 5 years.

In addition to this CBL award, the Luce Foundation will offer grantees the opportunity to apply for a second grant, the CBL STEM Community grant. CBL STEM Community grants provide up to \$300,000 to develop a STEM ecosystem with partner organizations outside CBL universities or colleges that will support STEM outreach and educational efforts and create possible pathways for higher education. 2024 CBL awardees will be eligible for an additional \$100,000 planning grant to be used within the first year of the CBL award to develop a fuller proposal for this CBL STEM Community grant.

Colleges or universities that have been recent recipients of a Clare Boothe Luce award may not re-apply until three years have passed since the submission of their final narrative and budget report.

CBL Program Selection Committee

According to the terms of Ambassador Luce's will, the Clare Boothe Luce Program has a six-person Selection Committee consisting of three members appointed by The Heritage Foundation of Washington, D.C., and three members appointed by the Henry Luce Foundation. Current members are James Piereson (chair), Sean Decatur, Joanne Berger-Sweeney, Amy Liu, Keith Rothfus, and Bridgett Wagner. In addition, thirteen institutions were specifically named in Ambassador Luce's will to receive annual grants from the Clare Boothe Luce Program in perpetuity. Beyond these, the Selection Committee invites other colleges and universities to submit proposals for grants.

Important Considerations

Every proposal should provide evidence that administrators understand the factors that may hinder a woman's educational or career advancement and describe institutional policies and practices that have been developed to address these factors. The proposal should indicate the value of the grant to the institution and the STEM communities it serves.

It is expected that the institution will provide a positive educational or work environment for women students and faculty and will actively prepare recipients of Clare Boothe Luce grants to progress in their education or career. Because the Clare Boothe Luce Program is committed to the advancement of women in the various STEM fields which are at the forefront of academic inquiry, the Selection Committee values institutional commitment to full and free academic inquiry by all participants among the institution's stakeholders.

Institutions receiving a grant must submit an annual report prior to August 15th each year after the funds are awarded until the grant ends. The director of the Clare Boothe Luce Program will send instructions for completing the annual report to the institutional contact listed in the proposal. Questions should be directed to Dr. Aida Gureghian, Director of Leadership Programs, or Sarah DeMartazzi, Program Manager for CBL, at WomenInSTEM@hluce.org.

1/23/2024